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1.0 Letter of Transmittal

GOVERNMENT OF
NEWFOUNDLAND
AND LABRADOR
Women's Policy Office

November 5, 2004

In accordance with government's commitment to accountability, I am pleased to submit the annual report of the Women's Policy Office. The report was prepared under my direction and documents the activities and outcomes of the Women's Policy Office from April 1, 2003 to March 31, 2004.

Joan Burke, MHA
Minister Responsible for the
Status of Women

2.0 Entity Overview

The Women's Policy Office was established in 1985 by MC 116-85 to provide specific resources within the government structure to pursue equality for women through government policies and programs. MC 96-0328 authorized the refocusing of the Women's Policy Office to better allow for the Women's Policy Office to meet its mandate.

2.1 Vision

The vision of the Women's Policy Office is:

> *A Newfoundland and Labrador where women achieve economic equality, receive equitable treatment and fair access to opportunities, participate fully in decisions which affect them and their communities, and are free from violence.*

2.2 Mission

The mission of the Women's Policy Office is:

> *To advance women's social, legal and economic equality in Newfoundland and Labrador by undertaking special initiatives and helping develop gender inclusive legislation, policies and programs based on research and consultation with women and women's organizations.*

2.3 Lines of Business

The Women's Policy Office has reviewed its lines of business in an effort to better articulate the discrete and coherent sets of end products and services delivered by the office. Therefore, the core lines of business identified by the Women's Policy Office are as follows:

Policy Analysis and Advisory Services: The Women's Policy Office broadly defines policy as any action taken by government and applies gender based analysis to government policy in such forms as legislation, programs and services. By applying gender based analysis to government policy, the Women's Policy Office provides advice to departments on how women are affected, highlights needs and gaps and advises on how gender equity would be better achieved.

Information Collection and Dissemination Services: The Women's Policy Office is responsible for collecting policy relevant information from a variety of sources to provide evidence based policy advice and report annually on the status of women. To meet this responsibility, the Women's Policy Office maintains a public library on women's issues, collects statistics and conducts research to assess the current status of women, as well as to identify systemic inequities and information gaps. As part of the information collection process, the Women's Policy Office consults regularly with women and women's organizations to identify ongoing and emerging issues of special concern as well as potential solutions. Beyond providing policy advice to government departments, the Women's Policy Office performs a more public information dissemination function through publications, events and initiatives to raise awareness of issues such as date rape, International Women's Day and Violence Prevention Month.

Violence Prevention Initiative: The Women's Policy Office leads the provincial Violence Prevention Initiative. Through coordination, facilitation and collaboration, government and community partners promote public awareness on violence, develop and deliver training and education programs, work towards improved and better coordinated services for victims of violence and conduct research. The Violence Prevention Initiative also provides grants for six Regional Coordinating Committees, as well as the Provincial Association Against Family Violence and the Sexual Assault Crisis and Prevention Center.

Grants Program: The Women's Policy Office provides non-repayable grants to eight Status of Women's Councils to operate Women's Centres across the province. These centers provide grassroots information, referral, education and support services directly to women in communities on critical legal, health, economic and social equality issues. Non-repayable funding is also provided and available to other equity seeking groups for activities and initiatives that seek to advance the status of women in Newfoundland and Labrador.

2.4 Number of Employees

The office has a core complement of eight positions consisting of the following:

- Assistant Deputy Minister
- Secretary
- Director of Research and Planning
- Clerk IV
- Manager of Information Services
- Communications and Policy Research Analyst
- Senior Research and Policy Analyst
- Library Technician

The Violence Prevention Initiative is staffed by a contracted manager position.

2.5 Physical Location

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The Women's Policy Office contracts delivery of services to St. John's, Bay St. George, Port aux Basques, Corner Brook, Gander, Labrador City, Happy Valley-Goose Bay and Grand Falls-Windsor through eight Status of Women Councils located across the province as well as through six regional coordinating committees associated with the Violence Prevention Initiative.

2.6 Key Statistics

In 2003-2004, the Women's Policy Office had an estimated budget of $1.451 million. The Opening Doors program contributed an additional $29,000 to the salary budget and fully sponsored the Library Technician position. All revenues were received from the Government of Newfoundland and Labrador and allocated as follows:

Budget Estimates 2003-2004 Women's Policy Office	**2003-2004**	**Percent of Total**
Salaries	$483,200	33.3%
Employee Benefits	$1,500	0.1%
Transportation and Communications	$55,700	3.8%
Supplies	$5,800	0.4%
Professional Services	$126,100	8.7%
Purchased Services	$72,200	5.0%
Property, Furnishings and Equipment	$1,500	0.1%
Grants and Subsidies	$705,000	48.6%
Total	**$1,451,000**	**100.0%**

3.0 Shared Commitments

The goals and mandate of the Women's Policy Office can only be achieved through working in partnership with government departments, other provincial and federal governments, and community and industry partners. In 2003-2004, the Women's Policy Office worked in partnership with a wide variety of departments and groups as its core approach to achieving its vision and mandate. Key shared commitments include:

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Beijing Platform for Action – International commitments to women's equality are shared with the federal government as well as the other provinces and territories. The Women's Policy Office participates in the Senior Officials Committee of the Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women as well as various FPT working groups. Through these committees, the Women's Policy Office collaborates with other provinces on shared jurisdictional issues as well as other issues for which joint action is most effective. In 2003, the United Nations committee on CEDAW responded to Canada's 2002 report to CEDAW. This committee highlighted key areas for Canada's improved performance in meeting the commitments of the Convention. In response, senior officials of the FPT Ministers Responsible for the Status of Women began developing an action plan to address these areas.

Violence Prevention – The Women's Policy Office leads a community-government partnership to address violence, including violence against women. Government partners include the departments of Justice, Health and Community Services, Education, Human Resources, Labour and Employment, Labrador and Aboriginal Affairs and Education, along with the Rural Secretariat and the Newfoundland and Labrador Housing Corporation. Community partners include those working to protect those most at risk in our society – women, children, the elderly, and other vulnerable populations who are victims of violence because of their race, ethnicity, sexual orientation or disability. This group works to improve the effectiveness and accessibility of services and supports for victims of violence as well as the long-term goal of reducing violence in the province. The Women's Policy Office also works with our FPT partners to study and document violence issues and share best practices for violence prevention.

Increasing Women's Earned Income and Employment – The Women's Policy Office works in partnership with the departments of Human Resources, Labour and Employment, Natural Resources and Environment and Conservation to increase women's employment in well paying jobs, particularly those in the natural resource sectors. This is largely done using the *Environmental Assessment Act* to require proponents of large scale natural resource developments to put women's employment plans in place. To this end, the Women's Policy Office works closely with industry partners such as Voisey's Bay Nickel Corporation, Corner Brook Pulp and Paper and the Canada-Newfoundland Offshore Petroleum Board and a community partner, the Women in Resource Development Committee. The Women's Policy Office also works with post-secondary and training institutions on accessibility of training and education

for women for these occupations. The Women's Policy Office is a member of the federal/ provincial Joint Evaluation Committee (JEC) for the Summative Evaluation of the Employment Benefits and Support Measures of the Canada-Newfoundland and Labrador Labour Market Development Agreement. As such, it works in partnership with other JEC members to set the evaluation terms of reference and oversee ongoing evaluation, including the issue of the extent to which these programs are accessible to women.

Improving Women's Social and Economic Security – The Women's Policy Office continues to work closely with the Department of Human Resources, Labour and Employment to ensure that ongoing changes to the Income Support program take into account the needs of single parents, victims of violence and other vulnerable women. The Women's Policy Office also works with the Rural Secretariat, Women's Centres and other community partners to assess impacts of changes on women and sits on two community and government working groups concerning housing: (i) the Affordable Housing Working Group; and (ii) Supportive Housing Working Group. The Women's Policy Office is also represented on the Seniors Policy Committee which is another government and community group chaired by the Department of Health and Community Services.

Increasing Women's Leadership and Decision Making Role – The Women's Policy Office works with community partners such as the Community Service Council, Status of Women Councils, and the Provincial Advisory Council on the Status of Women as well as women's Aboriginal, multicultural and seniors groups to strengthen women's voices. The Women's Policy Office also works with government departments to increase nominations of qualified women to agencies, boards and commissions.

4.0 Highlights and Accomplishments

Violence

- The Violence Prevention initiative delivered 75 educational seminars and workshops, circulated 2,000 public information and educational kits throughout the province and responded to approximately 1,000 information requests.

- An evaluation of the Violence Prevention Initiative was conducted recommending long and short-term reforms to fulfill its mandate.

Income and Employment

- The Women's Policy Office assessed 59 development projects submitted for review under the Environmental Assessment Act. Considerations to achieve gender equity in employment were recommended in 49 of these assessments and gender equity provisions were conditions of release from Environmental Assessment for two major projects.

- As part of the Marine Careers Secretariat, the Women's Policy Office helped develop and conduct research into opportunities and perceptions of marine careers which incorporated gender analysis.

Social and Economic Security

- The Women's Policy Office supported amendments to the *Income Tax Act* that provided tax credits to low income families with special considerations for single parents and disabled persons.

- The Women's Policy Office supported the decision of the Department of Health and Community Services to explore a midwifery pilot project within the Primary Health Care Model.

Leadership and Decision Making

- The Women's Policy Office supported the appointment of 78 women to government agencies, boards and commissions.

- The Women's Policy Office also sent out congratulatory letters to 60 women in acknowledgement of various achievements throughout the year.

5.0 Outcomes of Objectives

5.1 Strategic Issue 1: Violence

In 2002, the Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women released a report entitled, *Assessing Violence Against Women: A Statistical Profile*. The report identified that "*violence against anyone is unacceptable whether it is directed against children, women, men, seniors, people with disabilities, visible minorities, or anyone else.*" Health Canada also recognizes that, "*violence against women ... is rooted in the social, economic and political inequality of women.*" Statistical data indicate that women represent the vast majority of sexual assaults and spousal assaults and violence against women tends to be more severe, frequent and cause more serious physical and psychological injury. Since social and cultural roots of violence are based in inequality, violence against women in our society impedes the ability of women to achieve equality. Violence against women continues to be a significant and persistent social and economic problem in Canada and in Newfoundland and Labrador, with serious impacts on our health, justice and social services systems. The measurable health related costs of violence against women in Canada exceed $1.5 billion a year. These costs include short-term medical and dental treatment for injuries, long-term physical and psychological care, lost time at work, and use of transition homes and crisis centers.

In 2003, the Royal Newfoundland Constabulary reported female victims in the majority of murder, attempted murder and conspiracy to commit murder reports. Women also comprised 82 per cent of sexual assault victims, 75 per cent of other sex crime victims and 70 per cent of reported harassment victims.

Goal: **Effective, accessible services and supports across the province for victims of violence and, in the long-term, a reduction in the incidence of violence against women, children, the elderly and others who are at risk.**

The Violence Prevention Initiative is a five-year, interdepartmental, government-community initiative, lead by the Women's Policy Office, to address systemic issues associated with violence in the province. The goals of the Violence Prevention Initiative are to: (i) increase coordination of services to victims of violence at the regional and provincial levels, as well as across departments and within the community services; (ii) establish an anti-violence framework for ongoing anti-violence work including government and community partners in a continuous improvement process beyond the five-year mandate of the Violence Prevention Initiative; and (iii) reduce violence through increased public education and awareness.

Progress and Accomplishments

In 2003-2004, the Women's Policy Office provided leadership, coordination, research, administration and evaluation activities to support the development of the Violence Prevention Initiative, in partnership with other government departments and community organizations. Government partners included: Health and Community Services, Human Resources, Labour and Employment, Justice, Education, Labrador and Aboriginal Affairs, the Newfoundland and Labrador Housing Corporation and the office of the Rural Secretariat. Community partners included six regional coordinating committees and four pan-provincial organizations: (i) the Citizen's Crime Prevention Association of Newfoundland and Labrador; (ii) the Provincial Advisory Council on the Status of Women; (iii) the Provincial Association Against Family Violence; and (iv) the Seniors' Resource Centre.

In 2003-2004, the following specific accomplishments were achieved:

- $295,000 was provided by the Violence Prevention Initiative to six regional coordinating committees and two provincial committees to coordinate services and promote violence awareness. In addition to improved coordination of regional services, this allocation of funds resulted in several conferences, workshops, and other special events engaging the community in violence prevention awareness.

- The Violence Prevention Initiative funded a formative evaluation (2000-2003) which was completed in March 2004 by an external evaluator, Goss Gilroy Inc. The overall conclusion was that the Violence Prevention Initiative is an encouraging initiative in that it attempts to bring government departments together and to forge meaningful links between government and community in addressing a key social policy issue, namely violence. However, the report said both short and long-term reform is required to fulfill the mandate and vision of the Violence Prevention Initiative. The Women's Policy Office is working with stakeholders of the Violence Prevention Initiative on the suggested improvements from the evaluation report.

- The Provincial Coordinating Committee (PCC) of the Violence Prevention Initiative is an advisory committee to ministers responsible for the Violence Prevention Initiative. The PCC has a membership of 20 government and community representatives. In 2003, the committee completed, *Collaborating with Community: Introduction, Rationale and a Guide for Government* and plans to offer training on this model to senior government officials in 2004-2005. The committee met eight times during 2003-2004 to collaborate on the goals and objectives of the Violence Prevention Initiative and the ongoing evaluation was a major focus of the committee during this period. In February 2004, the PCC held a two-day strategic planning session to implement the recommendations of the Goss Gilroy Inc. report.

- Each year, the partners to the Violence Prevention Initiative complete an annual action plan that includes department specific objectives and broad process objectives for all partners. The Action Plan for 2003-2004 saw partners committing to continued participation in the Violence Awareness and Action Training program and to developing a coordinated and structured communications plan around the issue of violence prevention. Information on specific departmental commitments can be found on the Violence Prevention Initiative website at www.gov.nl.ca/vpi.

- The partner departments in the Violence Prevention Initiative continued to use the *Interdepartmental Anti-Violence Policy Framework,* implemented in 2000, which is an approach to using a "violence prevention lens" in developing social policy. The framework outlines each department's commitment to strengthening policy related to violence prevention. The 2003 document, *Collaborating with Community: Introduction, Rationale and a Guide for Government*, is an adjunct resource to the *Anti-Violence Policy Framework*. An outcome of this new resource was the formation in 2003 of a Department of Justice-community collaboration working group on the justice system's response to violence against women. This group will develop a long-term strategy as well as short-term solution focused approaches.

- The Violence Prevention Initiative continued to develop its communications strategy to increase public awareness on violence prevention. A wide variety of communications activities were undertaken by the Women's Policy Office and by other government and community partners. This resulted in the delivery of approximately 75 educational seminars and workshops; the circulation of 2,000 public information and educational kits throughout the province, responding to approximately 1,000 information requests and the circulation of several information brochures on topics relating to violence prevention such as: stalking, assaults, harassment and dating violence. The dating violence brochure is the most requested pamphlet from high schools.

- The community partners of the Violence Prevention Initiative continued to engage in violence prevention work at the local, regional, and provincial level. This work involves advocacy on important policy issues, participatory research projects, provincial conferences, the development of education and training resources, and various public awareness activities. Further information on these activities can be obtained through the Women's Policy Office or by contacting the organizations directly. Contact information for all partners can be obtained through the Violence Prevention Initiative web site.

Public Information and Promotion Initiatives – The Women's Policy Office undertook several initiatives to raise awareness about violence against those most at risk in our society during Violence Prevention Month in February. This month is organized by the Violence Prevention Initiative and supported by the Women's Policy Office. Internal and external public awareness activities for the month included a proclamation signing with government departments and partner organizations, an email to all public sector workers, video showings on relevant topics to public sector employees, a press release and radio and newspaper advertisements. The Women's Policy Office joined with the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre to raise awareness around the issues of sexual violence against women during Sexual Violence Awareness Week which included a proclamation signing, press release and participation in the Take Back the Night Rally. The Violence Prevention Initiative and the Women's Policy Office organized and participated in activities together to mark the anniversary of the Montreal Massacre in December. Public awareness activities for this period included a ministerial statement in the House of Assembly, a letter to all MHAs and executives of the Violence Prevention Initiative requesting they wear special commemorative buttons and purple ribbons to recognize this date, an email to all public sector workers and advertisements in provincial newspapers.

5.2 Strategic Issue 2: Earned Income and Employment

In 2003, a woman's average hourly wage rate is still only 80 per cent that of a man's. Women, on average, earned less than men in every occupational category. Women earned as high as 92 per cent of a man's average hourly wage in art and culture occupations and as low as 65 per cent of a man's salary in trade occupations.

In 2003, over 63 per cent of those earning hourly wages between $5 and $10 were women. While only 30 per cent of those who earned between $30 and $40 an hour were women, 24 per cent of those who earned over $40 an hour were women.

Contributing to the wage gap is the higher propensity for women to participate in part-time employment than men. In 2002, women comprised approximately 43 per cent of the full-time workforce and 69 percent of the part-time work force. In 2003, Statistics Canada reported that only 15 per cent of people working part time do so as a personal preference and only seven per cent work part-time due to caring for children or other family responsibilities. However, 51 per cent of those working part-time reported doing so because of business conditions and they could not find full-time work.

While the number of women almost equals the number of men employed in Newfoundland and Labrador, there are still differences in the occupations in which they work. This is significant because women tend to work in a narrow range of occupations where wages are low. In 2003, women made up almost 82 per cent of those working in health occupations and 73 per cent of those working in business, finance and administrative occupations. Conversely, women comprised only 5.5 per cent of workers in trades, transport, equipment operator and related occupations and 15 per cent of those working in primary industry occupations.

Goal: **Greater participation of women in natural, applied sciences and technology occupations, particularly in the natural resource sectors, the information technology industry and other areas identified through a labour market development strategy.**

To improve the work, income and employment status of women, the strategy of the Women's Policy Office was to: (i) achieve a more balanced distribution of women throughout a wider range of occupations in the provincial labour force; and (ii) undertake targeted initiatives to increase the participation of women in areas where they are currently under-represented and where there is growth potential and higher wages.

Progress and Accomplishments

Environmental Assessment - In 2003-2004, the Women's Policy Office provided gender based analysis on 59 environmental submissions. In 49 of these submissions, the Women's Policy Office recommended that the proponent be encouraged or required to consider gender balance when hiring or awarding contracts. While all comments from departments are provided for the proponent's consideration, some comments set conditions of release from the environmental assessment process and/or environmental assessment guidelines. In 2003-2004, the Women's Policy Office was successful in setting conditions within a number of projects which have a differential impact on women.

Corner Brook Pulp and Paper - As a condition of release for the amendment to the Forest Management Plan for District 14, Corner Brook Pulp and Paper Limited was required to develop a human resource plan within six months, outlining specific targets and initiatives to address the need for gender equity in their undertaking. This was to include provisions for recruitment, training and other measures that would make these jobs more accessible to women. An annual employment monitoring report is also to be submitted, including employment statistics by gender in order to track the progress of women's participation and to aid in implement adjustment strategies if targets are not being met.

Humber Valley Resort Corporation - As a condition of release from environmental assessment for the expansion of a resort complex in the Deer Lake area, Humber Valley Resort Corporation was required to develop a human resources plan for the construction and operation phase of the project outlining specific initiatives and targets to address the need for gender equity in their undertaking, including provisions for recruitment, training and other measures which would make jobs more accessible to women. This plan is to be submitted to the Minister of Environment as well as the Minister Responsible for the Status of Women. An employment monitoring report is also to be submitted on an annual basis, including the collection of employment statistics by gender in order to track progress on the plan and to implement adjustment strategies if targets are not being met.

Marine Careers Secretariat - As part of the Marine Careers Secretariat and efforts to raise awareness of marine career opportunities, the Women's Policy Office participated in the development of a terms of reference to conduct research into: (i) labour market conditions and opportunities; and (ii) perceptions of marine careers among high school students, first year university students and their parents. Both research projects were designed to include gender based analysis. The research regarding labour market conditions was contracted to Strategy Directions Incorporated and the perceptions survey was contracted to the P.J. Gardiner Institute at Memorial University. Results of the research projects, both funded by the Canada-Newfoundland and Labrador Labour Market Development Agreement, will be available in 2004-2005.

Newfoundland and Labrador Organization for Women Entrepreneurs - In January 2004, the Newfoundland and Labrador Organization for Women Entrepreneurs (NLOWE) was informed that funding under the Canada-Newfoundland and Labrador Labour Market Development Agreement would not be approved. As a result, NLOWE would not be able to access funding approved by the Atlantic Canada Opportunities Agency (ACOA) which put the continued operation of NLOWE in jeopardy. The Women's Policy Office advised funding agencies that the Prime Minister's Task Force on Women Entrepreneurs as well as research conducted by ACOA identified several problems unique to women entrepreneurs that require specialized services to address. Specific examples were: (i) that women are not taken seriously by government departments, and agencies or by financial institutions; (ii) that women are resorting to self employment at twice the rate of men as an opportunity to earn income and achieve flexible working hours due to the need to balance work and family responsibilities; and (iii) that women have different definitions of success, goals and management styles and have different training and support needs. Research also indicated that these services were not being delivered to women in Newfoundland and Labrador by any agency other than NLOWE. Funding was subsequently approved for the continued operation of NLOWE which has been the primary catalyst and advocate for women entrepreneurs in the province since 1997.

Petroleum Equity Grants - An evaluation of the Petroleum Equity Grants Program was conducted by Don Gallant and Associates and completed on August 14, 2003. Data from all sources revealed that: (i) women face significant barriers to training and becoming employed in the petroleum sector; and (ii) there is a continuing need to employ special measures to encourage women to enter petroleum related occupations. Primary barriers identified that preclude women from entering petroleum related careers included: (i) societal attitudes; (ii) lack of information available to women; (iii) discriminatory hiring practices; and (iv) lifestyle and support issues. Evaluation participants indicated that these barriers were most evident pre-training and employment stages. Women continue to be under-represented in petroleum related occupations. Special measures are required to overcome a wide range of barriers to women's participation in petroleum industries so that women can equitably participate in this growing sector of the economy and benefit from the higher than average wages earned within the petroleum sector.

Evaluation of the Employment Benefits and Support Measures (EBSMs) funded through the Labour Market Development Agreement (LMDA) – The Women's Policy is an active member of the Federal/Provincial Joint Evaluation Committee (JEC) for the LMDA. Through this function, the Women's Policy Office ensured that the terms of reference for this $500,000 evaluation included considering gender differences for all impacts and outcomes. As the EBSMs are the primary source of funding for those in the province wishing to re-enter the labour market, it is crucial that this ongoing evaluation considers how well these programs are working for women.

5.3 Strategic Issue 3: Social and Economic Security

The status of women in Newfoundland and Labrador is reflected in all aspects of our society's economic and social well-being. Economic statistics reveal that from 1995 to 2002, women have headed an increasing majority of low income households. Women head over 80 per cent of lone parent families and comprise the majority of those in subsidized housing units or who perform the majority of unpaid work. Social statistics indicate that women comprise almost 80 per cent of deaths related to unknown conditions, smoking among females is rising and that women have a higher probable risk of depression.

Goal: Achieve equitable results of government programs and policies for women and men.

Government policies and programs play a significant role in balancing economic and social inequities for populations at risk. Toward maximizing government's impact on achieving equitable outcomes for men and women, the strategy of the Women's Policy Office has been to: (i) increase the number of government legislation, policies and programs that have incorporated a gender inclusive analysis to reflect the realities of women's lives; and (ii) improve awareness within key policy and decision makers within government of the inequities experienced by women, the differential impacts of legislation, policies and programs on women and the approach required to ensure that women's perspectives and experiences are considered in the development process.

Progress and Accomplishments

Income Tax Amendments –Budget 2003 announced the creation of a personal income tax credit to off-set payments of the principle portion of the Newfoundland and Labrador Student Loan. The Provincial Advisory Council on the Status of Women (PACSW) as well as the 2004 International Women's Day Committee for the St. John's region had raised concern regarding this issue in relation to student debt. Under the proposed changes, personal income less than $30,000 would be eligible for a credit of 20 per cent. The tax credit would then decrease from 20 per cent to five per cent as income reaches $50,000. The proposed amendment to the *Income Tax Act* also provided a higher tax credit (30%) for single parents and the disabled. As almost 70 per cent of the part-time labour force is comprised of women and a disproportionate number of women earn an annual income of less than $50,000, this program is expected to achieve more equitable conditions for female graduates who may take longer to pay back student debt due to wage and employment gaps. Additionally, as women head 82 per cent of single parent households in Newfoundland and Labrador, this provision would likely assist women and create more equitable conditions for repayment of student debt. The Women's Policy Office recommended approval of these amendments which were announced in March 2004.

Midwifery Services – In September 2003, the Atlantic Centre of Excellence for Women's Health held a consultation meeting in St. John's to discuss: (i) status and future role of midwifery in Newfoundland and Labrador; (ii) key issues affecting the legislative and regulatory regime in the province; and (iii) what actions are required to move closer to the provision of legislated and regulated midwifery services in Newfoundland and Labrador. Advocates for midwifery services in the province include: (i) the Provincial Advisory Council on the Status of Women; (ii) Friends of Midwifery; (iii) Association of Midwives of Newfoundland and Labrador; and (iv) Canadian Association of Midwives. From this meeting, 10 strategies for moving this issue forward were identified as well as six immediate next steps. The Department of Health and Community Services, which is responsible for legislation and regulation surrounding this issue, agreed to examine various alternate methods of regulation for this small professional group and explore the concept of a midwifery pilot project within the Primary Health Care Model for the province.

Curriculum Development – The Women's Policy Office continued work with the Department of Education in providing gender based analysis and advisory services for a Grade 8 History as well as a curriculum guide for Human Dynamics 2200. This resulted in the development of curriculum materials that encourage students to explore and acknowledge gender differences and identify how different gender perspectives and experiences can be addressed respectfully, fairly and equitably.

Aboriginal Women – Minister Burke identified the need to organize a trip to Labrador to see first hand the issues that women living in that region face. Two priority issues of concern identified were: (i) a women's shelter for Hopedale; and (ii) restructuring of the Nain Safe House. The Minister expressed interest in focusing on the needs of Aboriginal women in the province, working to improve their quality of life by providing policy analysis and advisory services to provincial government departments responsible for various issues and working through the Federal/Provincial/Territorial Committee on Aboriginal Women.

Civil Legal Aid – In January 2004, public concerns were raised about possible cuts to Civil Legal Aid which women's groups consider to already have access limitations due to insufficient funding. The Women's Policy Office was able to communicate that since 2001, changes have been made to improve Legal Aid services. In April 2001, intake workers were hired to conduct financial assessments for Legal Aid eligibility. In August 2001, Legal Aid services for Labrador were increased and in November 2002, client brochures on Legal Aid services were developed and distributed. Employees regularly participate in training to increase awareness of issues concerning applicants and the last training session was conducted in November 2003. The Department of Justice has committed to continue pursuing federal funding for Civil Legal Aid and had no plans to reduce funding for Civil Legal Aid services.

Women's Health – In March 2004, the Women's Policy Office participated in an educational, policy and planning workshop to: (i) learn about the status of girls participation in physical activity in Canada; (ii) hear from young, local women how program planners might enhance girls' interest in physical activity; (iii) learn how we can use a gender inclusive lens to take an integrated approach to policy and program development in the province; and (iv) participate in a roundtable discussion on how to incorporate the recommendations of workshop participants into government policy and planning processes. The Women's Policy Office delivered a presentation on gender inclusive analysis and how it is incorporated into the policy and planning process. Some key recommendations identified to provide more equitable physical education programming for junior high and high school girls included: (i) promote physical education inclusive of students with learning and physical disabilities; (ii) expand physical education curriculum to include more non-competitive and non-traditional activities such as dance, pilates and yoga; (iii) allocate resources, time and equipment more equally between boys and girls for intramural sports and activities; (iv) make physical education mandatory for all students; and (v) require physical education teachers to attend professional workshops to learn how to promote gender equity in physical education classes. Representatives from various schools as well as the departments of Education and Tourism, Culture and Recreation also participated in the workshop and all school and government representatives received a copy of the recommendations resulting from the workshop.

Status of Women Councils – In 2003-2004, the Women's Policy Office provided grant funding in the amount of $50,000 to each of eight Status of Women's Councils across the province to operate a Women's Centre in accordance with a work plan that each Council submits and is approved by the Women's Policy Office. Within each service contract, the councils provide the following: (i) information and referral services; (ii) direct services – generally in the form of counseling and peer support; (iii) public education; and (iv) community leadership. Overall, activity at the women's centres across the province has grown exponentially. From 1998 to 2003, the activity level of the centres has increased by almost 2.5 times. Consistently among the women's centres, the highest activity levels were reported around drop-in, telephone requests and information packages. Collectively, in 2003-2004, women's centers served approximately 7,000 drop in clients, answered over 6,000 telephone requests and responded to over 4,000 requests for information packages. From 1998 to 2001, the Government of Newfoundland and Labrador provided an operational grant of $30,000 to each of the women's centres across the province. In 2001-2002, this grant was increased to $50,000. This core operational funding has been essential in enabling women's centres to access additional funds for operational and project needs. In 2003-2004, women's centres attracted or generated additional funds equal to or greater than the provincial contribution of $50,000 to expand the programming and services offered to women in need across in Newfoundland and Labrador.

Public Information and Promotion Initiatives - The Minister Responsible for the Status of Women participated in a number of events to raise awareness of the economic security of women in the province. These included speaking at Techsploration Newfoundland and Labrador, and the joint release of the Changing Workplace Culture document by the Federal/Provincial/Territorial Status of Women ministeries. Events focusing on the social security of women included participation in a Labrador women's conference, a conference organized by the Regional Coordinating Committee Against Violence, to explore issues of violence through a gender lens, and an event to raise awareness of the plight of Afghanistan women. The Women's Policy Office also issued a press release detailing issues of concern to women which were raised by the Social Audit.

5.4 Strategic Issue 4: Leadership and Decision Making

One of the cornerstones of equality is equal decision making power. Women have a vital contribution to make to the social, political and economic development of the province. However, women are not yet equally or adequately represented in the decision making processes of our society. The World Bank has recognized that countries which focus on narrowing the gender gap progress more rapidly economically, and have less corruption in public life. It is important that women participate in political and other decision making roles so that our system of governance will be more balanced, comprehensive and relevant for all people of the province.

In 2003-2004, approximately 35 per cent of appointments to government agencies, boards and commissions made in that year were women. Women comprised 21 per cent of members in the House of Assembly and 29 per cent of Cabinet members. Within the public service, women comprised only 15 per cent of deputy minister positions, 33 per cent of assistant deputy minister positions, 28 per cent of director positions and 30 per cent of other managerial positions.

Goal: **Reflect women's perspectives and experiences in the planning and decisions for economic and social development at the community, regional and provincial levels.**

Toward this goal, the strategy of Women's Policy Office has been to: (i) increase the number of women in leadership and decision making roles at the community, regional and provincial levels; and (ii) strengthen the capacity in communities to undertake equity seeking work.

Progress and Accomplishments

Agencies, Boards and Commissions – There are approximately 150 active, government appointed agencies, boards and commissions in Newfoundland and Labrador. In 2003-2004, the Minister Responsible for the Status of Women nominated and supported the nomination of women to sit on a number of these organizations. The Women's Policy Office also completed an upgrade to its database of women interested in serving on agencies, boards and commissions.

Public Information and Promotion Initiatives - The Women's Policy Office organized and participated in a number of activities over the past year to celebrate the accomplishments of women and the work they do. These included the recognition of Women's Institute Week in this province and attendance at receptions to honour the YMCA/YWCA Women of Distinction Award winners and the Newfoundland and Labrador Entrepreneur of the Year Award winners.

For International Women's Day, the Women's Policy Office held a reception to recognize Hazel MacIsaac, the first woman elected post-Confederation. The Women's Policy Office was also a member of the committee organizing the 2004 International Women's Day activities for the St. John's region and took part in a proclamation signing and issued a press release to mark the occasion. For Women's History Month, the Women's Policy Office sent letters to all schools in the province, and to each government department asking them to undertake activities to recognize the month. Other public awareness activities for the month included a press release and an email to all public sector workers.

Throughout the year, the Minister Responsible for the Status of Women also recognized the accomplishments of individual women in Newfoundland and Labrador by sending approximately 60 letters of congratulations.

6.0 Opportunities and Challenges Ahead

International Commitments - The recommendations of the United Nations Committee on Convention on the Elimination of Violence Against Women (CEDAW) on Canada's 5th periodic report were released in 2003. Key recommendations of the committee included the following: (i) compliance with treaty rights; (ii) greater implementation of gender based analysis; (iii) greater efforts to eliminate discrimination against Aboriginal women; (iv) increased access to Civil Legal Aid; (v) improved provisions for immigrant workers; (v) increased efforts to address violence against women; (vi) increased women in leadership positions; (vii) increased employment, income and benefits for women; (viii) increased affordable childcare; and (viii) increased consultation with women's non-governmental organizations. The Women's Policy Office is committed to advancing these issues where possible and to working towards an improved ability to report on progress in areas of provincial responsibility.

Aboriginal Women - In Newfoundland and Labrador, Aboriginal women comprise four per cent of the female population. Approximately, 12 per cent of the female Aboriginal population 15 years of age and older head lone parent families compared to nine per cent of the general female population, and only five per cent of Aboriginal women have earned university degrees compared to 10 per cent of women in the general population. In Newfoundland and Labrador, the average income for Aboriginal women is $14,786 compared to $19,806 for Aboriginal men, $17,181 for women in the general population and $28,144 for men in the general population. The unemployment rate for Aboriginal women is 25 per cent as opposed to 19 per cent for women in the general population and approximately 26 per cent of Aboriginal families headed by women reported incidence of low income compared to 17 per cent of families headed by women in the general population. The 1999 General Social Survey indicated that Aboriginal women run a greater risk of being victims of violence than do other Canadian women. Three times as many Aboriginal women report that they have experienced some form of violence perpetrated by their spouse and Aboriginal women run eight times the risk of being killed by their spouse after a separation. Aboriginal women who are victims experience more serious forms of spousal violence with potentially life-threatening consequences, at a rate of 48 per cent, compared with 31 per cent of non-Aboriginal victims. At their September 2003 annual meeting, Federal/Provincial/Territorial Ministers Responsible for the Status of Women placed priority attention on the circumstances of Aboriginal women both on and off reserves. The Women's Policy Office is committed to advance the status of Aboriginal women in the province through working in partnership with Aboriginal people, Aboriginal Affairs and the federal government.

Women and the Justice System - In March 2001, the Gander Status of Women Council presented recommendations on Legal Aid services to the Minister of Justice and the Legal Aid Commission. The report, *Gender Matters: An Equity Analysis of Legal Aid*, expressed concern that women's access to legal aid is unfairly limited. The council highlighted that victims of violence are less likely to get assistance than perpetrators. Recommendations of the report focused on: (i) addressing these systemic issues; (ii) training needs of staff; and (iii) establishing clear service policies for staff and clients. The council's second report, *Whose Best Interest: Women, Custody and Access in Newfoundland and Labrador*, was submitted to the Minister of Justice on October 4, 2002. The report reiterated key concerns raised by women's groups across the country concerning changes proposed to the federal *Divorce Act*. However, the report also contended that the most significant issues are related to how the *Divorce Act* is applied in this province. Recommendations of the report related to the following issues: (i) more Legal Aid lawyers; (ii) qualified people to do supervised access; (iii) expanded family justice services; (iv) an agency to monitor and enforce access orders; (v) a regulatory body to govern conduct of mediators; (vi) mandatory education on gender and violence issues for court personnel; (vii) education programs specifically for women on family law; (vii) mobility restrictions on custodial parents be reserved for exceptional cases; and (viii) loss of access rights if they are not exercised. These matters continue to rank as highly important to women across the province and also involve very complex social and economic issues. The Women's Policy Office is committed to advancing these concerns, encouraging effective resolutions and has committed to sit on a new Department of Justice committee through which justice issues will be examined.

Violence Prevention – Violence against women continues to be a significant and persistent social and economic problem in Canada and in Newfoundland and Labrador. Statistical data indicate that women represent the vast majority of sexual assaults and spousal assaults and violence against women tends to be more severe, frequent and cause more serious physical and psychological injury. Violence against women in our society impedes the ability of women to achieve equality and has serious impacts on our health, justice and social services systems. The measurable health related costs of violence against women in Canada exceed $1.5 billion a year. These costs include short-term medical and dental treatment for injuries, long-term physical and psychological care, lost time at work, and use of transition homes and crisis centers. In 2003, the Royal Newfoundland Constabulary reported female victims in the majority of murder, attempted murder and conspiracy to commit murder reports. Women also comprised 82 per cent of sexual assault victims, 75 per cent of other sex crime victims and 70 per cent of reported harassment victims. The Women's Policy Office is committed to continuing the work of the Violence Prevention Initiative and recognizes that having accurate and consistently collected and reported data is crucial to measuring progress in preventing violence against women. Therefore the Women's Policy Office will be supporting the commitment of the Federal/Provincial/Territorial Ministers Responsible for the Status of Women to prepare a 2005 statistical profile on violence against women. The Women's Policy Office is also looking to include community safety data in government's on-line, publicly accessible community accounts system.

7.0 Financial Statements - Unaudited

Public Accounts Women's Policy 2001-2004			
	2001-2002	**2002-2003**	**2003-2004**
Women's Policy Office			
Salaries	$406,503	$388,020	$425,212
Employee Benefits	$2,120	$1,047	$1,493
Transportation and Communication	$51,053	$50,267	$45,189
Supplies	$15,873	$14,764	$15,257
Professional Services	$68,732	$63,155	$69,166
Purchased Services	$61,852	$40,607	$44,832
Property, Furnishings and Equipment	$3,185	$3,561	$1,620
Grants and Subsidies	$686,054	$704,950	$695,500
Total	$1,295,372	$1,266,371	$1,298,269
Provincial Advisory Council on the Status of Women	$207,600	$257,600	$298,982
Total Women's Policy	$1,502,972	$1,523,971	$1,597,251
Source: Public Accounts, Women's Policy Office			

Expenditure and revenue figures included in this table are based on the Public Accounts.

8.0 Statistical Compendium

Violence

All methods of data collection tend to undercount victims of violence due the very personal nature of these experiences. Police statistics that measure the prevalence of spousal violence is particularly limited because of its high dependence on the willingness of victims to report these events to police. While they do provide an indication of changes over time, the willingness of victims to report incidents over time can also change. The statistics reported here therefore must be viewed as preliminary information regarding possible changes in the severity and prevalence of violence against women. Used on conjunction with other sources of information such as those provided by women's centres and crisis shelters, they are useful tools in the assessment of the effectiveness of legislation, policies, programs and services designed to prevent and protect against or prosecute acts of violence against women.

Table 1: Victims of Violent Crimes
Newfoundland and Labrador

	2001		2002		2003	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Murder 1st Degree	0	0%	0	0%	1	0%
Murder 2nd Degree	2	100%	1	100%	0	0.0%
Criminal Negligence Causing Death	0	0%	0	0%	1	100.0%
Attempted Murder	1	0%	3	67%	2	0%
Conspire Murder	0	0%	3	67%	0	0%
Aggravated Sexual Assault	1	100%	4	25%	0	0%
Sexual Assault with a Weapon	7	57%	2	0%	0	0%
Sexual Assault	257	75%	212	76%	187	82%
Other Sex Crimes	10	80%	15	80%	8	75%
Assault Level 3	6	33%	4	50%	6	33%
Assault Level 2	301	42%	282	42%	267	40%
Assault Level 1	1,269	49%	1,215	51%	1,181	49%
Causing Bodily Harm	4	75%	1	100%	2	100%
Assaulting a Peace Officer	28	11%	31	20%	46	13%
Other Assaults	2	50%	3	67%	1	0%
Kidnapping	16	94%	9	67%	13	69%
Hostage Taking	3	100%	1	100%	0	0%
Abduction under 14	3	67%	1	0%	1	0%
Abduction under 16	1	0%	1	100%	0	0%
Abduction Custody	0	0%	0	0%	1	100%
Harassment	100	72%	70	86%	69	70%
Uttering Threats	695	49%	670	53%	576	49%
Other Violent Causing Bodily Harm	3	33%	2	50%	1	100%
Other Violent Violations	0	0.0%	1	100%	2	50%

Source: Royal Newfoundland Constabulary (Annual)

Earned Income and Employment

Table 2: Women's Average Earnings as a Percentage of Men's
Newfoundland and Labrador

	2000	2001	2002
Average Earnings	64.9%	61.2%	67.3%

Source: Income Trends in Canada, Statistics Canada

Table 3: Hourly Wage Distribution
Newfoundland and Labrador
Total Employees (Thousands)

	2001		2002		2003	
	Total	Women	Total	Women	Total	Women
Total Employees	188.7	492%	188.5	49.1%	190.5	49.5%
Under $5.00	1.1	45.5%	1.0	60.0%	0.9	55.6%
Between $5.00 and $9.99	62.6	64.4%	62.9	63.8%	60.8	63.0%
Between $10.00 and $19.99	82.6	45.6%	78.2	43.9%	77.4	46.6%
Between $20.00 and $29.99	33.8	36.7%	35.4	42.7%	38.2	40.6%
Between $30.00 and $39.99	6.9	17.4%	8.6	27.9%	10.2	30.4%
$40.00 and Over	1.5	0.0%	2.2	0.0%	2.9	24.1%

Source: Statistics Canada, Labour Force Survey

Table 4: Women's Average Hourly Wage Rate by Occupation as a Percentage of Men's
Newfoundland and Labrador
Total employees

	1997	2000	2002	2003
Occupations Unique to Primary Industry	0%	52%	59%	70%
Occupations Unique to Processing, Manufacturing and Utilities	61%	62%	66%	70%
Trades, Transport and Equipment Operators and Related Occupations	70%	61%	66%	65%
Sales and Service Occupations	76%	67%	70%	73%
Occupations in Art, Culture, Recreation and Sport	86%	94%	76%	92%
Management Occupations	67%	74%	77%	71%
Business, Finance and Administrative Occupations	81%	81%	78%	81%
Natural and Applied Sciences and Related Occupations	92%	87%	86%	79%
Occupations in Social Science, Education, Government Service and Religion	86%	93%	89%	90%
Health Occupations	84%	90%	95%	89%
Total Employees	79%	76%	79%	80%

Source: Statistics Canada, Labour Force Survey

Table 5: Labour Force Participation of Women
Newfoundland and Labrador

	2000	2002	2003
Labour Force	46.1%	46.3%	46.8%
Total Employment	46.9%	47.4%	47.8%
Full-Time Employment	42.6%	43.4%	43.9%
Part-Time Employment	71.6%	68.7%	69.5%

Source: Statistics Canada, Labour Force Survey

Table 6: Reasons for Part-Time Employment
Newfoundland and Labrador

	2001		2002		2003	
	Total	Women	Total	Women	Total	Women
All Reasons	30.5	69.2%	33.6	68.5%	32.8	69.5%
Own Illness	0.8	0.0%	0.8	87.5%	0.7	0.0%
Caring for Children	1.8	100.0%	2.0	100.0%	1.7	100.0%
Other Personal/Family Responsibilities	0.9	88.9%	0.8	87.5%	0.6	100.0%
Going to School	7.0	55.7%	8.0	56.3%	7.8	59.0%
Personal Preference	4.4	79.5%	4.8	68.8%	5.0	76.0%
Other Voluntary	0.0	0.0%	0.5	0.0%	0.0	0.0%
Business conditions, did not look for full-time work in last month	5.8	69.0%	7.0	71.4%	6.8	70.6%
Could not find full-time work, did not look for full-time work in last month	4.3	74.4%	4.0	75.0%	3.6	77.8%
Business conditions, looked for full-time work in last month	2.2	63.6%	2.6	65.4%	2.9	62.1%
Could not find full-time work, looked for full-time work in last month	3.0	70.0%	3.1	61.3%	3.4	64.7%

Source: Statistics Canada, Labour Force Survey

Table 7: Class of Worker
Newfoundland and Labrador

	2001		2002		2003	
	Total	Women	Total	Women	Total	Women
Total Employment	211.3	47.5%	213.9	47.7%	217.8	47.8%
Employees	188.7	49.2%	188.5	49.1%	190.5	49.5%
Public Sector Employees	62.0	56.1%	60.9	56.7%	61.5	57.9%
Private Sector Employees	126.7	45.9%	127.6	45.5%	129.0	45.6%
Self-Employed	22.6	33.6%	25.4	34.3%	27.3	35.2%
Self-Employed Incorporated with Paid Help	4.6	23.9%	6.2	22.6%	7.2	29.2%
Self-Employed Incorporated with no Paid Help	1.9	26.3%	2.5	24.0%	2.6	23.1%
Self-Employed Unincorporated with Paid Help	4.3	25.6%	4.6	21.7%	4.3	32.6%
Self-Employed Unincorporated with no Paid Help	11.6	40.5%	11.9	47.1%	13.0	42.3%
Unpaid Family Worker	0.0	0.0%	0.0	0.0%	0.0	0.0%

Source: Statistics Canada, Labour Force Survey

Table 8: Employment by Occupation
Newfoundland and Labrador

	2001		2002		2003	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
Total All Occupations	211.3	47.5%	213.9	47.4%	217.8	47.8%
Management Occupations	14.9	34.9%	15.1	39.1%	17.0	42.4%
Business, Finance and Administration Occupations	33.3	72.7%	34.6	70.5%	33.2	72.6%
Natural and Applied Sciences and Related Occupations	12.8	13.3%	13.2	18.9%	13.1	19.8%
Health Occupations	15.5	83.2%	16.3	79.8%	17.4	81.6%
Occupations in Social Science, Education, Government Service and Religion	18.4	56.5%	17.2	56.4%	16.7	56.9%
Occupations in Art, Culture, Recreation and Sport	3.9	64.1%	3.9	56.4%	3.6	61.1%
Sales and Service Occupations	57.4	64.1%	58.2	63.9%	60.1	62.2%
Trades, Transport and Equipment Operators and Related Occupations	32.0	4.1%	31.6	3.5%	33.0	5.5%
Occupations Unique to Primary Industry	11.5	14.8%	13.2	13.6%	13.8	15.2%
Occupations Unique to Processing, Manufacturing and Utilities	11.5	33.0%	10.6	34.9%	9.9	29.3%

Source: Statistics Canada, Labour Force Survey

Table 9: Women's Average Income as a Percentage of Men's
Newfoundland and Labrador

	2000	2001	2002
Average Total Income	66.0%	64.5%	68.1%

Source: Income Trends in Canada, Statistics Canada

Table 10: Families in Low Income by Sex of Major Earner
Low Income Cut-offs After Tax, 1992 Base
Newfoundland and Labrador

	2000		2001		2002	
	Total	Women	Total	Women	Total	Women
Household Head / Major Income Earner	30,000	63.3%	26,000	57.7%	26,000	61.5%

Source: Income Trends in Canada, Statistics Canada

Table 11: Full-Time Undergraduate Enrolment at Memorial University of Newfoundland

	2001		2002		2003	
	Total	Women	Total	Women	Total	Women
Arts	3,383	68.6%	3,486	68.8%	3,549	69.7%
Business Administration	823	57.2%	795	58.7%	959	55.8%
Continuing Education	79	63.3%	70	61.4%	76	63.2%
Education	593	80.8%	794	83.4%	805	82.0%
Engineering and Applied Science	1,078	21.5%	1,115	20.4%	1,139	18.3%
Fine Arts	152	65.1%	155	68.4%	156	71.2%
Human Kinetics and Recreation	268	48.5%	297	49.5%	268	45.9%
Marine Institute	34	17.6%	46	30.4%	54	37.0%
Medicine	246	52.0%	235	58.3%	237	60.3%
Music	139	69.1%	142	69.7%	140	67.1%
Nursing	821	90.5%	841	92.3%	878	92.4%
Pharmacy	109	70.6%	105	70.5%	106	74.5%
Science	2,423	56.1%	2,203	55.5%	2,300	55.1%
Social Work	109	94.5%	108	96.3%	108	90.7%
Forestry (Sir Wilfred Grenfell College)	39	33.3%	45	48.9%	83	55.4%
Unspecified / Other	1,746	62.3%	1,941	62.3%	1,892	61.7%
Total	12,042	61.4%	12,378	62.3%	12,750	61.9%

Source: Fact Book 2003

Table 12: Enrolment in College of the North Atlantic Programs
Newfoundland and Labrador

	2003	
	Total	**Women**
Academic, General and Transfer Studies	3,024	56%
Applied Arts	688	72%
Business Studies	1,316	84%
Health Sciences	355	87%
Information Technology	582	30%
Natural Resources	373	33%
Engineering Technology	1,413	18%
Industrial Trades	2,587	12%
Total	10,338	43%

Source: Enrolment Report: 2002-03 Annual Female Report

Table 13: Enrolment in Private College Programs
Newfoundland and Labrador

	2002		2003	
	Total	**Women**	**Total**	**Women**
Academic Access	26	38.5%	20	30.0%
Applied Arts	468	71.8%	372	73.4%
Business Studies	532	84.6%	660	79.5%
Health Sciences	326	93.6%	312	93.9%
Industrial Education	1,144	25.1%	1,116	23.2%
Information Technology	375	32.5%	164	25.6%
Natural Resources	35	25.7%	42	31.0%
Total	2,906	52.3%	2,686	52.5%

Source: Department of Education

Table 14: Lone Parent Families
Newfoundland and Labrador

	1991		1996		2001	
	Total	**Women**	**Total**	**Women**	**Total**	**Women**
With Children < 6 Years	2,135	91.6%	2,735	93.6%	3,750	88.0%
With Children 6-14 Years	3,075	83.1%	4,105	86.5%	4,995	83.3%
With Children 15-17 Years	1,020	77.0%	1,200	75.4%	1,520	73.0%
With Children < 6 and 6-14 Years	1,035	90.3%	1,265	92.9%	975	87.2%
Children 6-14 and 15-17 Years	810	84.0%	845	82.8%	1,035	87.0%
Total	17,875	82.07%	20,485	84.16%	23,050	82.15%

Source: Newfoundland Statistics Agency

Table 15: Subsidized Housing
Newfoundland and Labrador

	March 31, 2003		April 1, 2004	
	Total	Women	Total	Women
Single Parent Occupants	2,443	92.6%	2,455	92.6%
One Person Occupants	1,840	74.8%	2,039	71.5%
Total Units Occupied	6,442	65.9%	6,431	68.4%
Approved Applicants Awaiting Housing	505	64.7%	807	66.9%

Source: Newfoundland and Labrador Housing Corporation

Table 16: Individuals Doing Unpaid Work
Newfoundland and Labrador

	1996		2001	
	Total	Women	Total	Women
Total Individuals	437,340	222,690	419,015	215,590
Childcare				
No hours	60.76%	46.45%	62.55%	47.80%
Less than 5 hours	7.92%	46.62%	7.63%	48.18%
5 to 14 hours	9.59%	48.40%	8.72%	50.56%
15 to 29 hours	6.83%	54.33%	6.43%	54.59%
30 to 59 hours	5.54%	65.06%	5.33%	61.53%
60 hours or more	9.36%	75.24%	9.34%	71.43%
Housework				
No hours	14.95%	34.17%	13.03%	35.62%
Less than 5 hours	15.92%	35.02%	16.56%	38.54%
5 to 14 hours	25.34%	43.53%	26.56%	45.68%
15 to 29 hours	19.06%	58.35%	20.54%	57.80%
30 to 59 hours	15.25%	70.02%	14.50%	68.20%
60 hours or more	9.47%	78.86%	8.81%	74.17%
Care for Seniors				
No hours	83.95%	49.11%	81.57%	49.48%
Less than 5 hours	8.85%	56.43%	9.75%	55.65%
5 to 9 hours	3.63%	62.22%	4.44%	62.72%
10 hours or more	3.56%	68.20%	8.49%	67.84%

Sources: 2001 and 1996 Census

Table 17: Percentage of Population Aged 12+ by Frequency of Physical Activity by Gender
Newfoundland and Labrador

	1998-1999		2000-2001		2003	
	Men	Women	Men	Women	Men	Women
Physically Active	21.8%	15.7%	20.5%	13.5%	27.4%	16.7%
Moderately Active	21.8%	25.5%	20.1%	22.2%	22.8%	21.6%
Physically Inactive	53.0%	56.0%	51.1%	61.2%	46.5%	60.0%

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Table 18: Percentage of Population Aged 12+ Who are Daily Smokers by Gender
Newfoundland and Labrador

	Men	Women
1998-1999	28.1	21.2
2000-2001	26.6	23.3
2003	22.2	17.7

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Table 19: Percentage of Population Aged 18+ Who are Overweight
Newfoundland and Labrador

	Men	Women
1998-1999	47.5	31.4
2000-2001	44.0	31.8
2003	46.3	31.0

Data Source: Statistics Canada, National Population Health Survey 1998-1999, cross sectional sample, health file; Canadian Community Health Survey, 2000-2001 and 2003.

Note: The numbers represent the population aged 18 and over, excluding pregnant women and persons less than 3 feet tall or greater than 6 feet 11 inches tall. A definition change was implemented in 2004 to conform with Health Canada guidelines for body weight classification. A BMI of 25.0-29.9 is the internationally accepted standard for being overweight.

Table 20: Percentage of Population Aged 12+ With Various Conditions
Newfoundland and Labrador

	2000-2001		2003	
	Men	Women	Men	Women
Probable Risk of Depression; Aged 12+ [1,2]	2.9E	6.4	2.8E	6.9
Reporting Quite a Lot of Stress; Aged 18+	14.4	16.3	15.2	14.7
Contacted Mental Health Professionals in Last 12 Months; Aged 12+	4.1	7.1	4.0E	7.0

Data Source: Statistics Canada, Canadian Community Health Survey, 2000-2001 and 2003.

E: high sampling variability, interpret with caution.

[1] 2000-2001, Population aged 12+ who show symptoms of depression; based on responses to questions that establish the probability of suffering a major depressive episode.
[2] 2003, Population aged 12+ with a probability of 0.9 or greater of having experienced a major depressive episode in the past 12 months.

Table 21: Percentage of Women Who Had Medical Examinations
Newfoundland and Labrador

	2000-2001	2003
Women 18+ Who Had Breast Examinations Within the Last 12 Months.	45.9	*
Women 18+ Who Never Had a Breast Exam	27.6	*
Women 50-69 Who Had Routine Screening Mammogram Within the Last 2 Years	41.7	41.7
Women 18-69 Who Had Pap Smear Within the Last 3 Years.	77.1	78.6

Data Source: Statistics Canada, Canadian Community Health Survey, 2000-2001 and 2003.

*** Data unavailable: Breast Examinations were not selected as optional content for Newfoundland and Labrador in 2003.**

Table 22: Percentage of Female Deaths for Leading Causes of Death by Diagnosis (%)
Newfoundland and Labrador

ICD-10 Chapter	1998	1999	2000	2001
Diseases of the Circulatory System	47.0%	47.8%	46.3%	46.8%
Neoplasms	44.4%	42.8%	43.7%	40.2%
Diseases of the Respiratory System	40.4%	40.1%	36.1%	41.7%
Endocrine/Nutritional/Metabolic Disorders*	54.7%	55.1%	57.8%	57.9%
Injury and Poisoning / External Causes	30.0%	32.6%	31.3%	32.0%
Diseases of the Digestive System	46.5%	50.4%	44.8%	50.4%
Diseases of the Nervous System	50.9%	52.7%	61.6%	61.3%
Diseases of the Genitourinary System	57.7%	53.2%	54.4%	47.5%
Symptoms, Signs and Ill-defined Condition	54.5%	62.7%	79.1%	53.1%
Mental Disorders	57.3%	55.1%	53.8%	56.1%
Other	46.5%	66.3%	55.1%	48.3%

Data Source: Statistics Canada Annual Mortality Data Files

ICD-9, 10: Manual for the International Statistical Classification of Death, Disease and Injury; ICD-9 and 10 are the 9th and 10th editions, respectively.

Note: 2001 is the latest death data available from Newfoundland and Labrador Centre for Health Information. Data for 1998 and 1999 are classified according to ICD-9. Data for 2000 and 2001 are classified according to ICD-10. Use caution when comparing ICD-9 and ICD-10. Disease and Death categories may have changed from the 9th to the 10th edition.

* This category was listed as Endocrine and Immunity Disorders on previous table

Table 23: Sexually Transmitted Diseases
Newfoundland and Labrador

	1998		2000		2002	
	Total	Women	Total	Women	Total	Women
Reported Genital Chlamydia Cases	375	78.40%	609	81.12%	524	79.2%
Reported Gonorrhea Cases	2	0.00%	5	20.00%	9	44.4%
Reported Infectious Syphilis	0	0.00%	0	0.00%	0	0%
Reported HIV	14	42.86%	3	0.00%	1	0%
Reported AIDS	9	33.33%	2	0.00%	1	0%

Source: Department of Health and Community Services

Table 24: Participation of Women in Leadership and Decision Making Roles 2003-2004

	Total	Women
Federal Government		
Election June 2, 1997	301	21%
Cabinet June 15, 1997	36	22%
Election November 27, 2000	301	21%
Cabinet May 15, 2003	39	23%
Senate December 24, 2002	98	35%
Senate September 24, 2004	92	36%
Provincial Government		
Election February 9, 1999	48	17%
Cabinet February 15, 1999	16	31%
Election October 21, 2003	48	21%
Cabinet November 6, 2003	14	29%
Provincial Employees in Deputy Minister Positions – September 2004	27	15%
Provincial Employees in Assistant Deputy Minister – September 2004	63	33%
Provincial Employees in Director Positions – November 2004	213	28%
Provincial Employees in Management Positions – November 2004	644	30%
Municipal Government		
Election September 25, 2001	1,734	29%
Other		
Appointments to Agencies, Boards and Commissions 2002-2003	303	41%
Appointments to Agencies, Boards and Commissions 2003-2004	222	35%
Regional Economic Development Boards 2002	295	33%
Regional Economic Development Boards 2003	306	37%
Health Boards 2003-2004	180	45%
School Boards 2003-2004	148	28%

Sources: Various